

ALBERTA PROFILES:

WOMEN
IN THE
LABOUR FORCE
2008



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Highlights

For the purpose of this profile, the population is defined as women 15+ years.

1. Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 25.6% between 1998 and 2008.
- Of Alberta's working age population, 49.3% were women in 2008, the lowest among all provinces.

2. Labour Force Statistics of Women in Alberta

- At 3.7%, women in Alberta had the lowest unemployment rate of all Canadian women, decreasing from 5.4% in 1998.
- In 2008, women in Alberta had the highest participation rate of all women in Canada at 67.6%, up from 65.7% in 1998.
- Women in Alberta had the highest employment rate of all women in Canada at 65.1% in 2008. This rate represented a 3.0 percentage point increase from 1998.

3. Employment of Women in Alberta by Industry

- Women accounted for 83.7% of those employed in the Health Care and Social Services industries in Alberta in 2008.
- Between 1998 and 2008, the Construction industry had the highest employment growth rate for women at 145.1%.

4. Employment of Women in Alberta by Occupation

- Over 59% of all employed women in Alberta worked in two occupational groups: Business, finance and administrative, 30.2%, and Sales and services, 29.4%.
- Women accounted for 84.0% of those employed in the Health occupational group, the highest proportion of women in any occupational group.
- The two occupational groups that saw a large increase in the employment of women between 1998 and 2008 were firstly, Trades, transportation and equipment operators and related, and secondly, Art, culture, recreation and sport. Employment grew 58.3% and 58.7% respectively.

5. Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 93.6% from 1998 to 2008; while those with post-secondary certificates or diplomas increased 25.6% between 1998 and 2008.

6. Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time and part-time rose 40.8% and 10.4% respectively between 1998 and 2008.
- In the past ten years, the largest percentage increases in full-time employment were women in the 45 to 64 years and the 65 years and over age groups: 85.9% and 252.0% respectively.

7. Average Hourly Wage of Women in Alberta by Industry

- In 2008, the average hourly wage of women in Alberta was \$5.51 lower than that of men.
- Accommodation and Food Services was the industry where the difference in average hourly wage between men and women was the least, at \$1.89, and Professional, Scientific and Technical Services, the most, at \$10.38.

8. Average Hourly Wage of Women in Alberta by Occupation

- Women in Management occupations had the highest average hourly wage of \$30.35 in 2008.
- The average hourly wage of women in Sales and service occupations increased from \$8.80 in 1998 to \$14.04 in 2008.

9. Average Hourly Wage of Women in Alberta by Age

- The average hourly wage of women in Alberta was lower than for men across all age groups.
- Women aged 55 years and over had the highest average hourly wage, at \$22.52.

1. Working Age Population of Women in Alberta

For the purpose of this profile, working age population (WAP) refers to people who are 15 years and older (please refer to the Appendix for definitions of labour force terms).

Figure 1 shows the number and percentage of working age women in Canada by province in 2008. Alberta had the lowest percentage of women in the working age population, at 49.3%, while Nova Scotia had the highest, at 51.8%.

Figure 1

Number and Percentage of Women by Province, 2008			
	Population (15+ years)	Women (15+ years)	% of Women
Canada	26,924,700	13,672,900	50.8%
Newfoundland and Labrador	426,200	219,200	51.4%
Prince Edward Island	114,500	59,100	51.6%
Nova Scotia	768,600	398,300	51.8%
New Brunswick	617,900	316,900	51.3%
Quebec	6,372,100	3,238,500	50.8%
Ontario	10,509,800	5,362,200	51.0%
Manitoba	909,700	462,200	50.8%
Saskatchewan	767,100	388,800	50.7%
Alberta	2,796,800	1,379,900	49.3%
British Columbia	3,641,800	1,847,700	50.7%

Source: Statistics Canada Labour Force Historical Review, 2008

Between 1998 and 2008, the number of women in Alberta's WAP grew by 280,900 or 25.6% (Figure 2). Alberta's WAP grew by 26.9% over the same period.

Figure 2

Working Age Population (15+ years), 1998 and 2008				
	1998	2008	Growth	% Growth
Canadians	23,522,800	26,924,700	3,401,900	14.5%
Women in Canada	11,973,800	13,672,900	1,699,100	14.2%
Albertans	2,204,100	2,796,800	592,700	26.9%
Women in Alberta	1,099,000	1,379,900	280,900	25.6%

Source: Statistics Canada Labour Force Historical Review, 2008

2. Labour Force Statistics of Women in Alberta

Figure 3

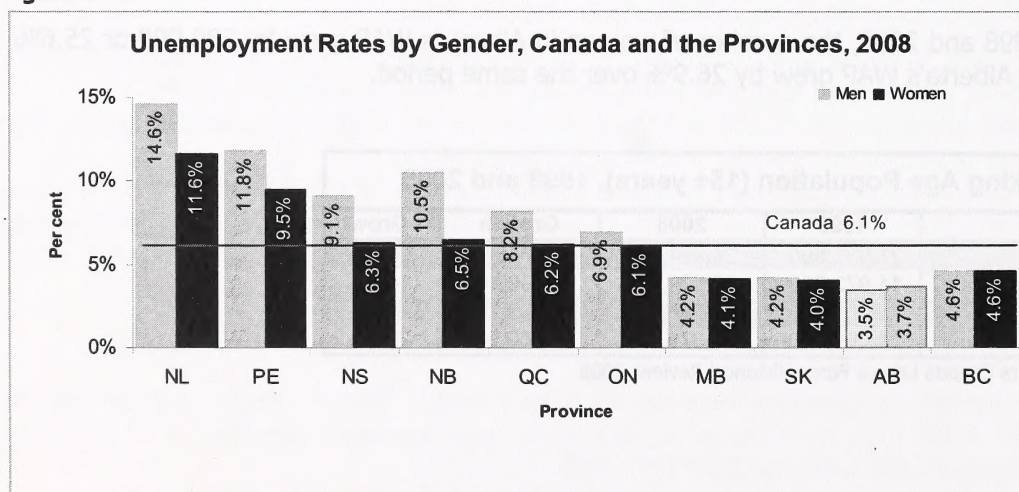
Labour Force Statistics by Gender, Alberta 2008				
	Women (15+ years)	Men (15+ years)	Albertans (15+ years)	% of Women Among Albertans (15+ years)
Working Age Population	1,379,900	1,416,900	2,796,800	49.3%
Labour Force	932,800	1,155,300	2,088,100	44.7%
Employed	897,900	1,115,400	2,013,300	44.6%
Unemployed	34,900	39,900	74,800	46.7%
Participation Rate	67.6%	81.5%	74.7%	
Employment Rate	65.1%	78.7%	72.0%	
Unemployment Rate	3.7%	3.5%	3.6%	

Source: Statistics Canada Labour Force Historical Review, 2008

Women made up 44.7% of Alberta's labour force and 44.6% of those employed in 2008 (Figure 3). Also, women accounted for 46.7% of Alberta's unemployed. The unemployment rate of 3.7% for women was 0.1 percentage point higher than the unemployment rate for all working age Albertans.

In 2008, Canada's average unemployment rate was 6.1%. The average unemployment rate for women in Alberta was the lowest of all provinces. Men had higher unemployment rates than women across the country, except in Alberta and British Columbia.

Figure 4

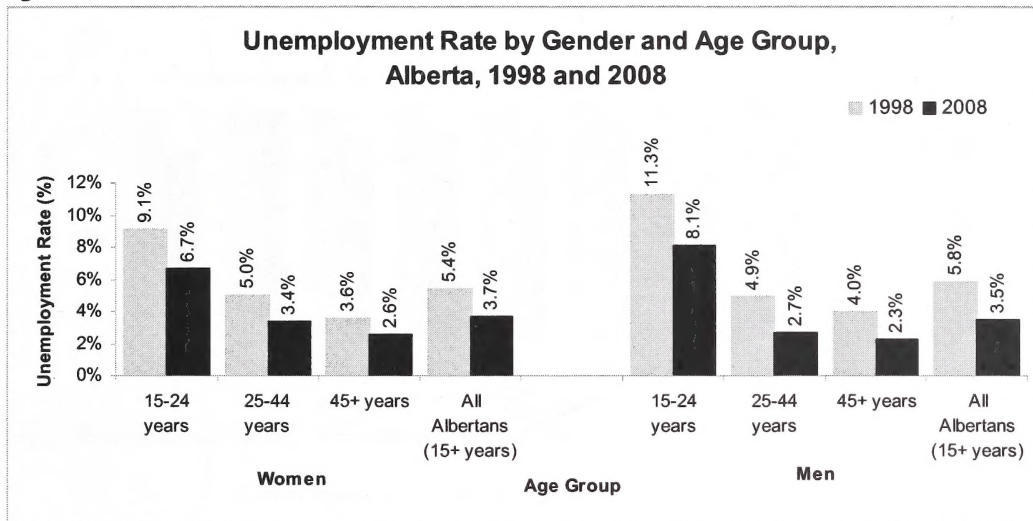


Source: Statistics Canada Labour Force Historical Review, 2008

Figure 5 displays the unemployment rate by gender and age group. The unemployment rates of women in all age groups declined between 1998 and 2008, with the greatest decrease of 2.4 percentage points occurring for women 15 to 24 years of age.

In 2008, the unemployment rates for women aged 25 to 44 years and 45 years and over were 0.7 and 0.3 percentage points higher than that of men in the same age groups. The 15-24 years age group was the only group in which women had a lower unemployment rate than their male counterparts.

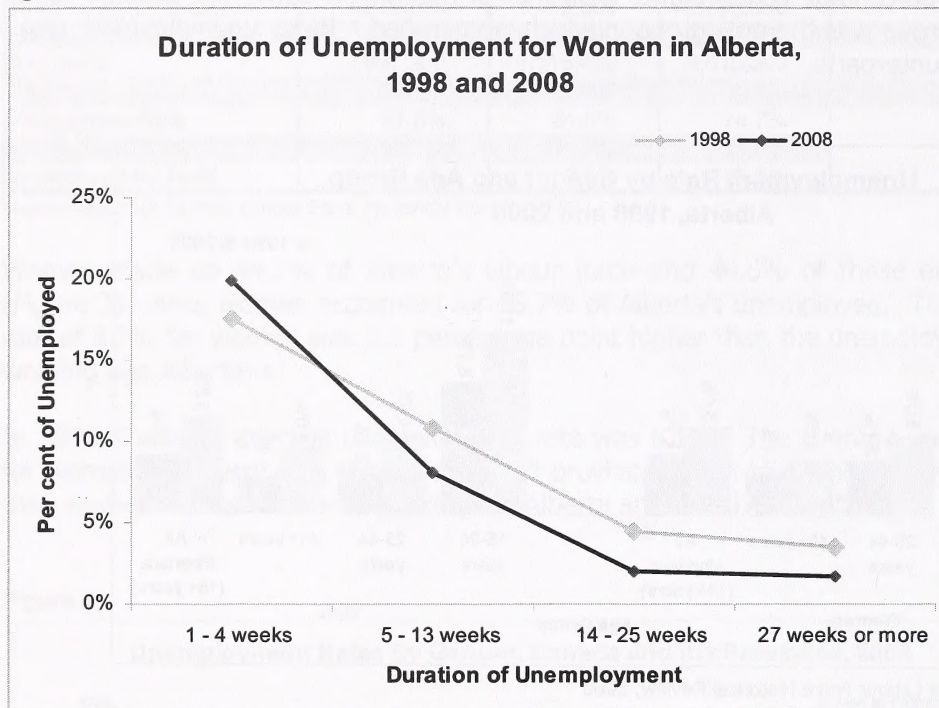
Figure 5



Source: Statistics Canada Labour Force Historical Review, 2008

The average duration of unemployment for women in Alberta decreased from 12 weeks in 1998 to 7.8 weeks in 2008. Although the proportion of women who had one-to-four weeks of unemployment increased by 2.3 percentage points between 1998 and 2008, the proportion experiencing over five weeks of unemployment decreased (Figure 6).

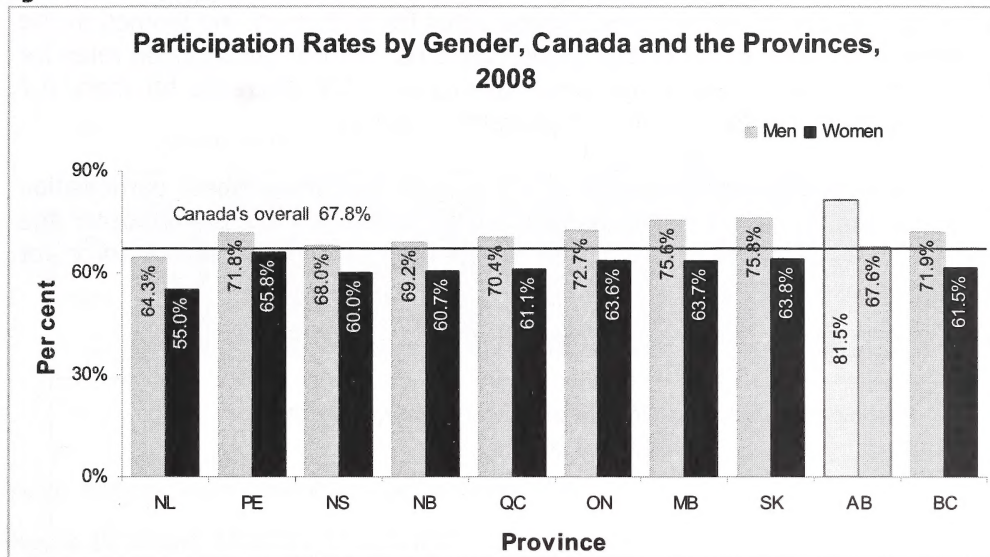
Figure 6



Source: Statistics Canada Labour Force Historical Review, 2008

In 2008, the participation rate of women in Alberta was 67.6%, the highest among all provinces. This rate was 4.8 percentage points higher than the Canadian female average participation rate of 62.8%. The participation rate of women was lower than that of men in all provinces, with the largest difference of 13.9 percentage points occurring in Alberta.

Figure 7



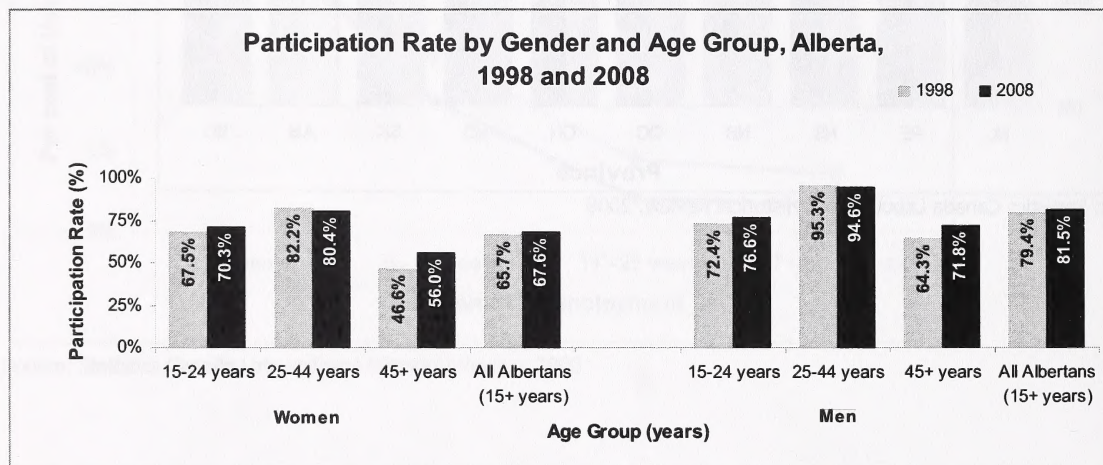
Source: Statistics Canada Labour Force Historical Review, 2008

Figure 8 displays the gender and age-group differences in Alberta's participation rate between 1998 and 2008. The overall participation rates for adult women and men rose 1.9 and 2.1 percentage points respectively. The greatest increase in the participation rate for both women and men occurred for the 45 years and over group, increasing 9.4 and 7.5 percentage points respectively.

Between 1998 and 2008, the pattern of change in participation rates between men and women across the age groups is similar: participation rates for both men and women in the 15 to 24 years and the 45 years and over age groups went up, but the participation rates for men and women in the 25 to 44 years age group decreased. The decrease for men, 0.7 percentage points, was less than for women, 1.8 percentage points.

Although men and women between the ages of 25 and 44 had the highest participation rates, their participation rates went down in the past ten years amidst increases for other age groups. In 2008, 11.6% of women in this age group were not in the labour force for personal and family reasons¹.

Figure 8

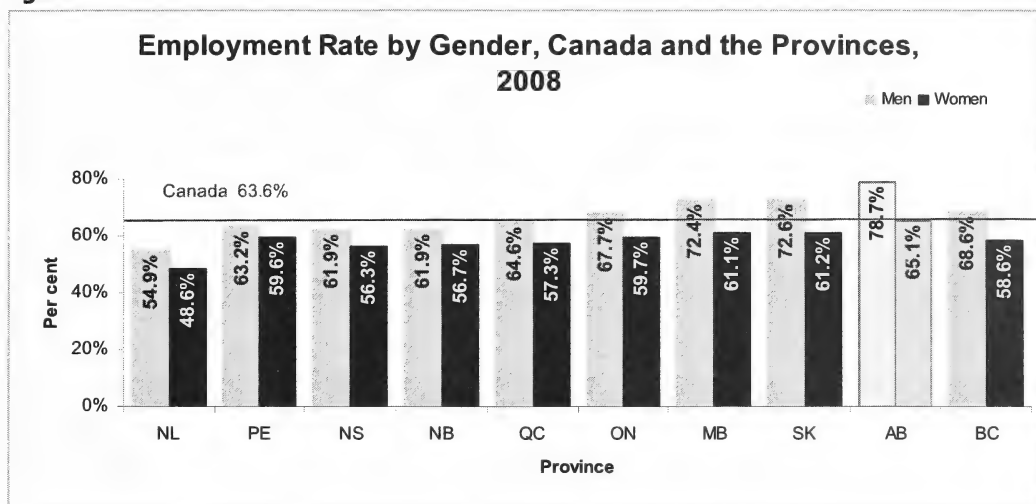


Source: Statistics Canada Labour Force Historical Review, 2008

¹ Personal or family reasons are reasons such as pregnancy, or caring for children or the elderly.

Figure 9 illustrates the provincial differences in employment rate in Canada in 2008. Women's employment rates were lower than men's in all provinces. The employment rate for women in Alberta was 65.1%, the highest of all the provinces. This rate was 5.8 percentage points above the rate of 59.3% for Canadian women.

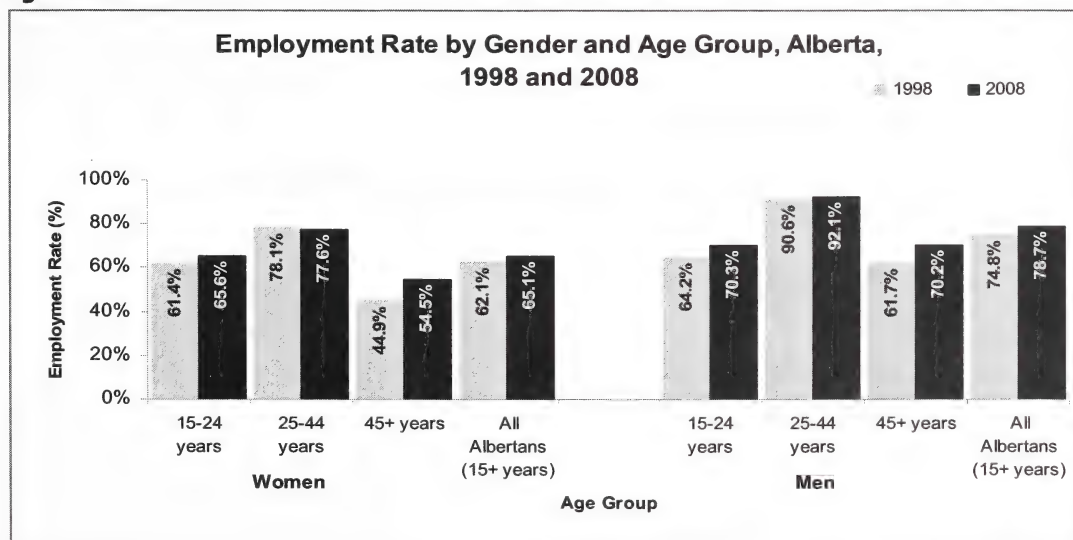
Figure 9



Source: Statistics Canada Labour Force Historical Review, 2008

Figure 10 shows Alberta's employment rate by gender and age group in 1998 and 2008. Women's employment rates have increased by an average of 3 percentage points in the last 10 years. Despite this increase, the employment rate for women was lower than that for men across all age groups. The greatest difference occurred in the 45+ years age group where the rate for women was 15.7 percentage points lower than that for men.

Figure 10



Source: Statistics Canada Labour Force Historical Review, 2008

3. Employment of Women in Alberta by Industry

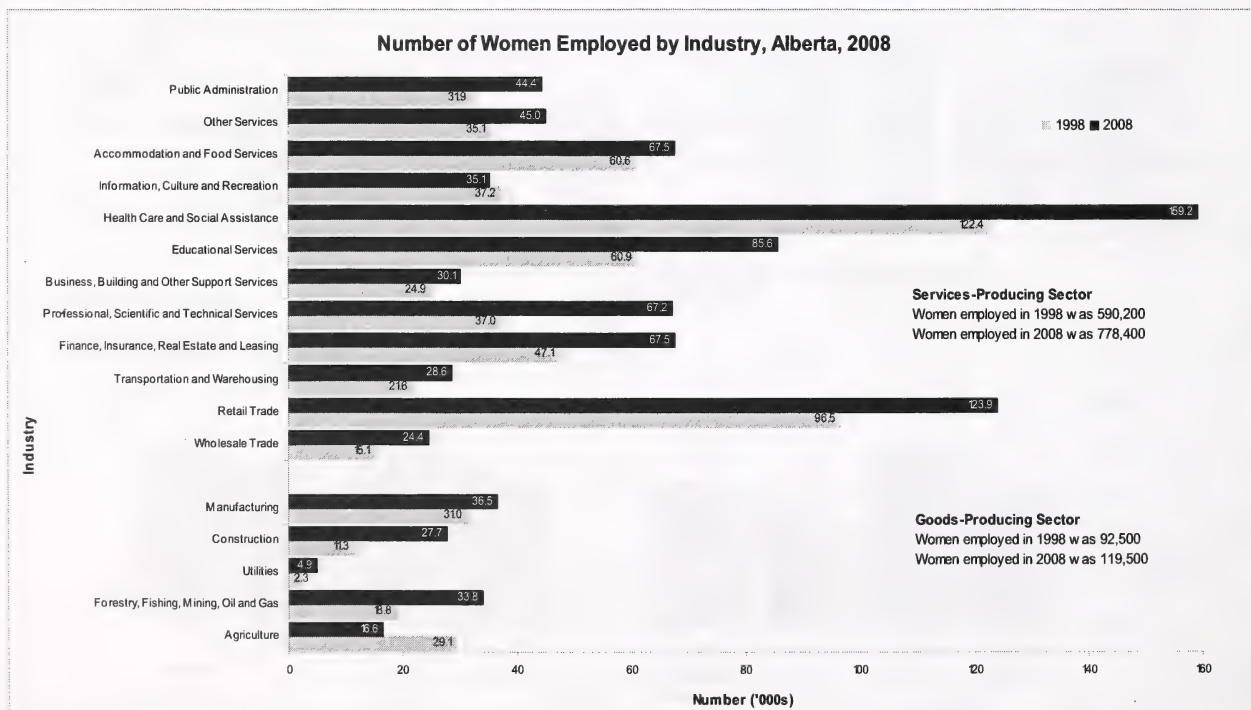
The distribution of women employed in Alberta by industry in 1998 and 2008 is shown in Figure 11. The number of women employed in the Services-Producing Sector in 2008 was 778,400, which was more than six times larger than the number in the Goods-Producing Sector, 119,500.

The Health Care and Social Assistance industry employed the largest number of women in 2008, at 159,200. This represented 17.7% of all women employed in Alberta. This was followed by the Retail Trade industry which employed 123,900, or 13.8% of all employed women in Alberta. The industry employing the least number of women in Alberta in 2008 was the Utilities industry, at 4,900.

The following industries employed more women than men: Health Care and Social Assistance; Educational Services; Accommodation and Food Services; Finance, Insurance, Real Estate and Leasing; and Retail Trade.

Between 1998 and 2008, the Construction industry had the largest employment growth for women, at 145.1%, followed by the Utilities industry, at 113.0%. Over the same period, the employment of women in the Agriculture industry decreased by 43.0%; while male employment decreased by 26.7%.

Figure 11



Source: Statistics Canada Labour Force Historical Review, 2008

4. Employment of Women in Alberta by Occupation

Figure 12 shows the number of women employed in various occupations in Alberta in 1998 and 2008. Over that ten-year span, the number of women employed increased across all occupations except in Management occupations and occupations Unique to primary industry. The occupation with the largest percentage gain in the number of women employed was Art, culture, recreation and sport, 58.7%, followed by Trades, transportation, and equipment operators, at 58.3%, and Natural and applied sciences, at 49.3%. The number of women employed in occupations Unique to primary industry and in Management declined by 30.4% and 5.7% respectively.

In 2008, women comprised 84.0% of the people employed in the Health occupation. This was the highest proportion across all occupations. Business, finance and administrative occupation was second at 72.7%. The occupation with the smallest proportion of women employed was Trades, transport and equipment operators, at 7.5%. The proportion of women in the Management occupation declined from 40.8% in 1998 to 32.9% in 2008 as the number of women employed in this occupation declined by 5.7%.

Figure 12

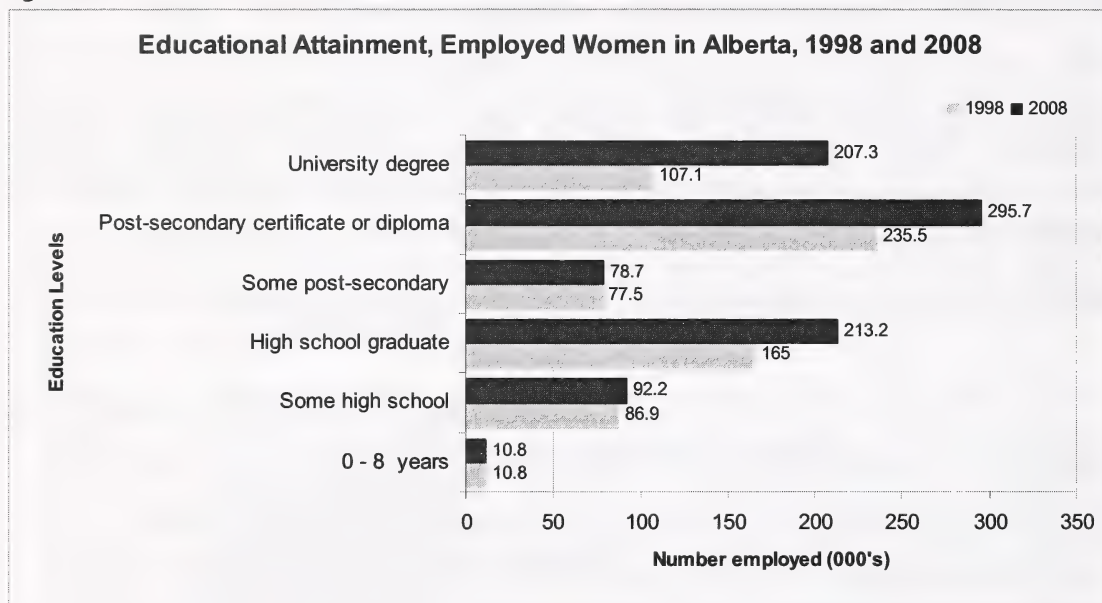
Percentage of Women Employed by Occupation, Alberta, 1998 and 2008			
	1998	2008	% Growth
Management	57,800	54,500	-5.7%
Business, finance and administrative	192,500	271,000	40.8%
Natural and applied sciences and related	20,100	30,000	49.3%
Health	59,500	86,800	45.9%
Social science, education, government service and religion	71,100	99,500	39.9%
Art, culture, recreation and sport	17,900	28,400	58.7%
Sales and services	201,800	264,000	30.8%
Trades, transport and equipment operators and related	18,000	28,500	58.3%
Unique to primary industry	29,300	20,400	-30.4%
Unique to processing, manufacturing and utilities	14,600	14,900	2.1%

Source: Statistics Canada Labour Force Historical Review, 2008

5. Educational Attainment of Employed Women in Alberta

Figure 13 shows the number of employed women in Alberta by level of education in 1998 and 2008. More women employed in 2008 had attained higher levels of education than those employed in 1998. The proportion of employed women without a University degree decreased while the proportion with a University degree increased. For example the proportion that did not have any post-secondary education dropped from 38.5% to 35.2% and the proportion with a University degree rose from 15.7% to 23.1%.

Figure 13



Source: Statistics Canada Labour Force Historical Review, 2008

Figure 14 displays the highest level of educational attainment for employed Albertans (15+ years) in 2008. More than half of those employed had attained a post-secondary certificate, diploma or degree. More employed men than women had high school education or less, 37.3% compared to 35.2% respectively. The proportion of employed women who had a university degree was higher than that of employed men, at 23.1% and 20.8% respectively.

The number of employed women with university degrees increased from 107,100 in 1998 to 207,300 in 2008.

Figure 14

Educational Attainment of Employed Albertans by Gender (15+ years), 2008					
	Albertans	Men		Women	
		Number	%	Number	%
0 - 8 years	1.7%	22,700	2.0%	10,800	1.2%
Some high school	11.8%	145,700	13.1%	92,200	10.3%
High school graduate	22.9%	247,800	22.2%	213,200	23.7%
Some post-secondary	8.5%	91,900	8.2%	78,700	8.8%
Post-secondary certificate or diploma	33.3%	374,700	33.6%	295,700	32.9%
University degree	21.8%	232,500	20.8%	207,300	23.1%
Total	100.0%	1,115,300	100.0%	897,900	100.0%

Source: Statistics Canada Labour Force Historical Review, 2008

6. Full-time/Part-time Employment of Women in Alberta

Full-time employment for women as a proportion of Alberta's total employment increased from 4.4% in 1998 to 33.2% in 2008, while part-time employment decreased from 13.7% to 11.4%.

Figure 15 shows the number of women who were employed full-time and part-time by various age groups, and the per cent change between 1998 and 2008. More women were employed full-time than part-time across all age groups in 2008. Full-time employment grew by 40.8% while part-time employment by 10.4% between 1998 and 2008.

Per cent growth in full-time employment was highest among women aged 65 years and over, at 252.0%, followed by those aged 45 to 64 years, at 85.9%. Employment growth in part-time employment was also highest among women aged 65+ years, at 148.7%, but declined for women aged 25 to 44 years by 10.9% between 1998 and 2008.

The age group with the largest increase in the number employed between 1998 and 2008 was the 45 to 64 years group, whose full-time employment increased by 117,900 and part-time employment by 42,200. The number of women aged 65 years and older who were employed full-time more than tripled from 2,500 in 1998 to 8,800 in 2008.

Figure 15

Number of Women Employed Full-time and Part-time by Age Group, Alberta, 1998 and 2008					
	1998		2008		% Growth in the Number Employed
	Employed	% of All Women (15+ years)	Employed	% of All Women (15+ years)	
15+ years	682,700		897,900		31.5%
Full-Time	475,100	69.6%	668,800	74.5%	40.8%
Part-Time	207,600	30.4%	229,100	25.5%	10.4%
15-24 years	123,200	18.0%	159,900	17.8%	29.8%
Full-Time	65,900	9.7%	93,300	10.4%	41.6%
Part-Time	57,300	8.4%	66,600	7.4%	16.2%
25-44 years	367,300	53.8%	398,800	44.4%	8.6%
Full-Time	269,400	39.5%	311,600	34.7%	15.7%
Part-Time	97,900	14.3%	87,200	9.7%	-10.9%
45-64 years	185,800	27.2%	320,900	35.7%	72.7%
Full-Time	137,300	20.1%	255,200	28.4%	85.9%
Part-Time	48,500	7.1%	65,700	7.3%	35.5%
65+ years	6,400	0.9%	18,500	2.1%	189.1%
Full Time	2,500	0.4%	8,800	1.0%	252.0%
Part-Time	3,900	0.6%	9,700	1.1%	148.7%

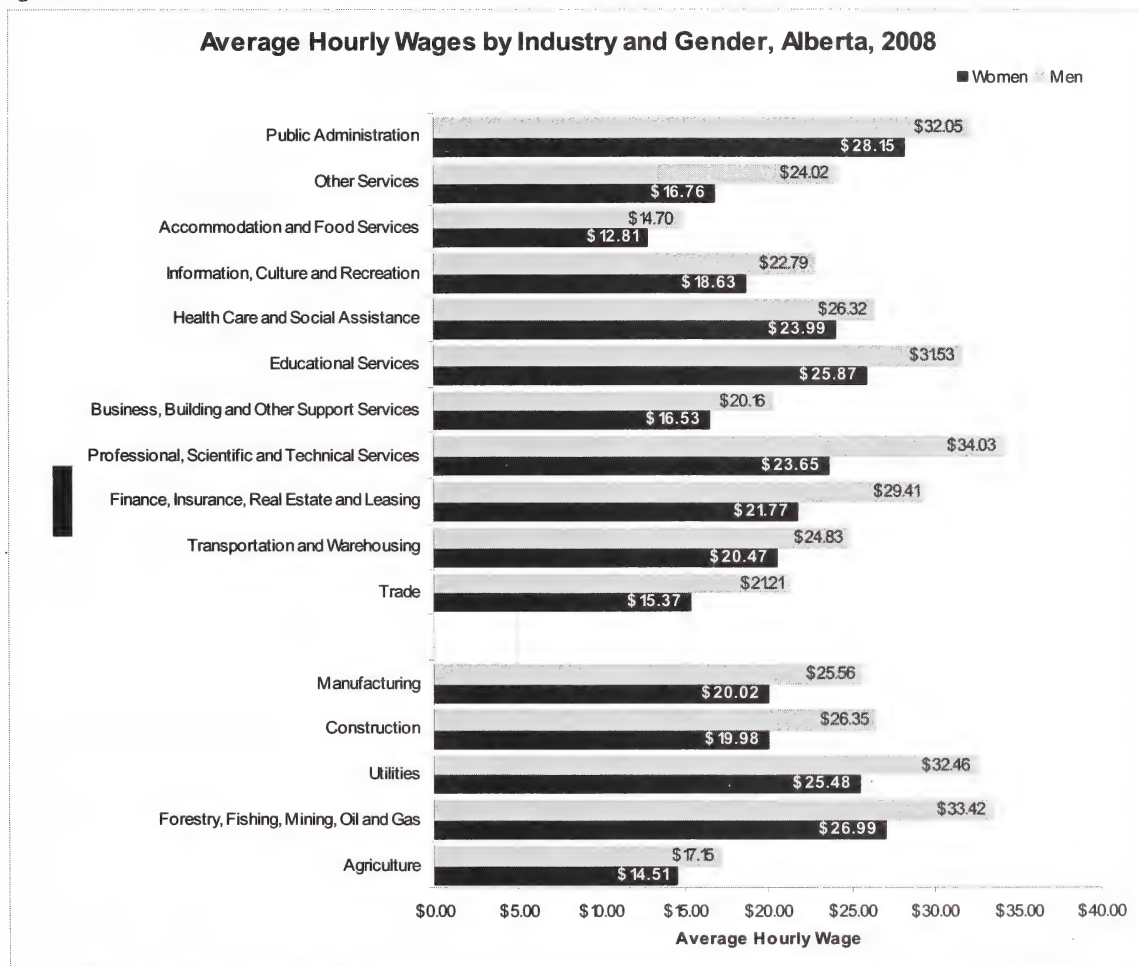
Source: Statistics Canada Labour Force Historical Review, 2008

7. Average Hourly Wage² of Women in Alberta by Industry

Figure 16 shows average hourly wages men and women received in Alberta by industry in 2008. The average hourly wage of all Albertans was \$23.68. The average hourly wage women received was \$20.77. The average hourly wage of men was \$5.51 higher than that of women.

Women employed in Public Administration had the highest average hourly wage, at \$28.15. Both men and women in the Accommodation and Food Services industries had the lowest average hourly wages, at \$14.70 and \$12.81, respectively. The greatest difference between men's and women's average hourly wages occurred in the Professional, Scientific, and Technical Services industries where women employed were paid on average \$10.38 less per hour than men.

Figure 16



Source: Statistics Canada Labour Force Historical Review, 2008

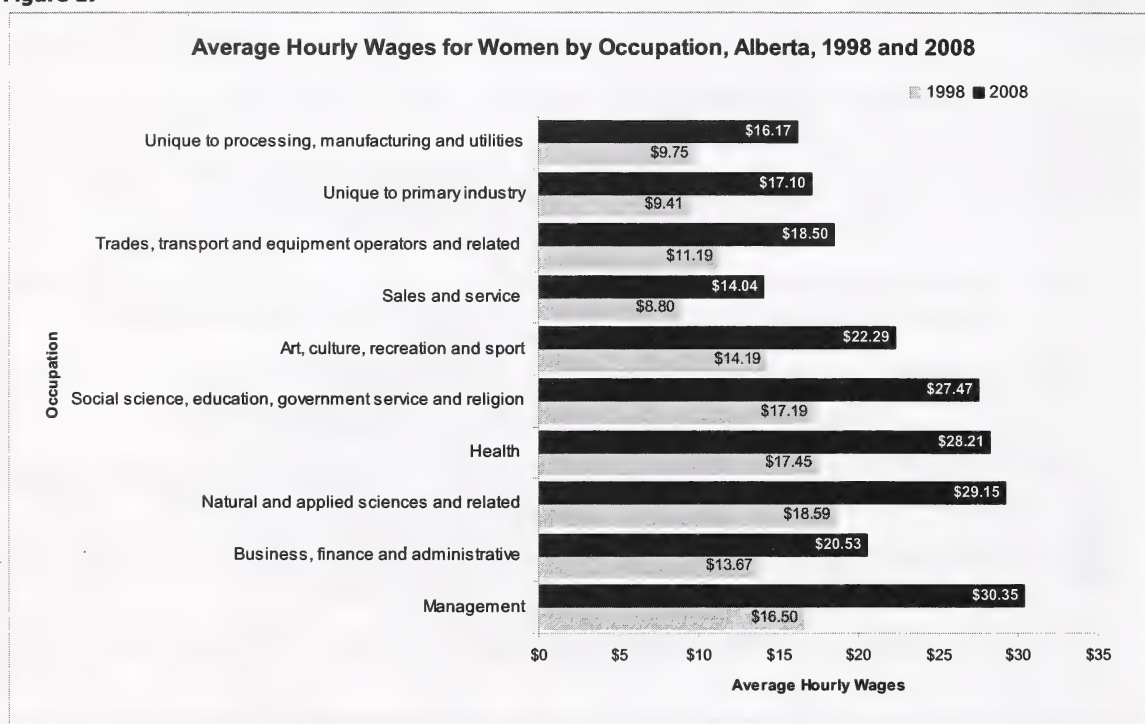
² Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

8. Average Hourly Wage³ of Women in Alberta by Occupation

Figure 17 shows the average hourly wages women received in Alberta by occupation in 1998 and 2008. Average hourly wages for women increased across all occupations. The three occupations with the largest average hourly wage increase were: Management, increased by \$13.85; Health, by \$10.76; and Natural and applied sciences, by \$10.56. The occupation with the smallest increase in the average hourly wage was Sales and service, which rose \$5.24.

Women in Management occupations received the highest average hourly wage in 2008, at \$30.35, while those employed in the Sales and service occupations were paid the lowest, at \$14.04.

Figure 17



Source: Statistics Canada Labour Force Historical Review, 2008

*Average hourly wage information was only available starting in 1997 and average hourly wage excludes those who were self-employed.

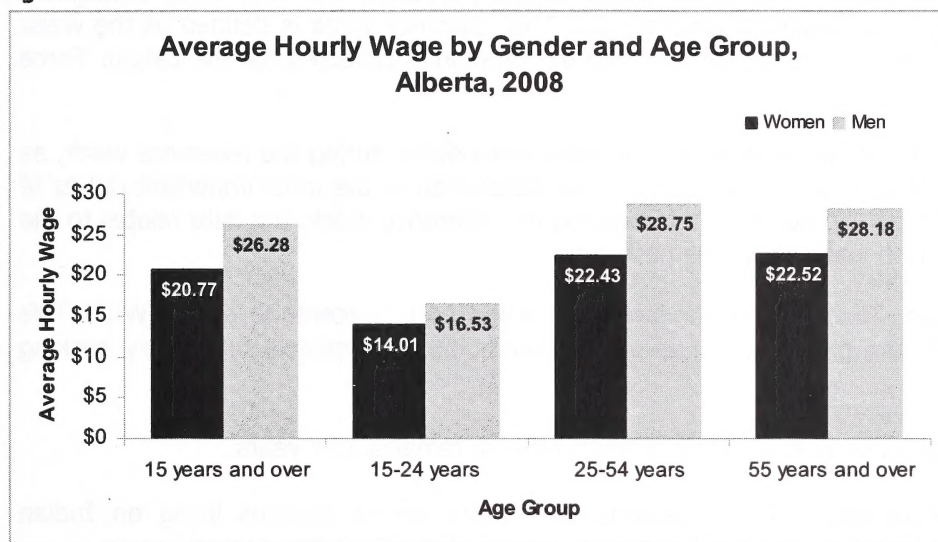
³ Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

9. Average Hourly Wages of Women in Alberta by Age Group

Figure 18 shows the average hourly wages of employed Albertans by age group. Men and women between the ages of 15 and 24 were paid the lowest average hourly wages. This was also the age group with the lowest difference in average hourly wages between men and women, at \$2.52.

Women aged 55 years and over had the highest average hourly wage, at \$22.52. The greatest difference between the average hourly wages of men and women occurred in the age group 25 to 54 years, with a difference of \$6.32.

Figure 18



Source: Statistics Canada Labour Force Historical Review, 2008

*Average hourly wage excludes those who are self-employed.

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada – Catalogue no. 71-543-GIE.

Employment Rate: The number of persons employed expressed as a percentage of the working age population (WAP).

Industry: The general nature of the business carried out by the employer for whom the respondent works (main job only).

Labour Force: The labour force is composed of the portion of the WAP who, during the reference week, were employed or unemployed. The reference week is defined as the week containing the 15th day of the month in which information is collected for the Labour Force Survey.

Occupation: The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the previous job, if that job was held in the past year.

Participation Rate: The total labour force expressed as a percentage of the WAP. This measure represents the proportion of the WAP that is either employed or actively seeking employment.

Women: For the purpose of this report, women refer to females 15+ years.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and full-time members of the Canadian Armed Forces.

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